

# Commission's Grant Application Form

Shelby County Board of Commissioners

## ***GRANT APPLICATION***

Legal Name of the Organization:	Memphis Athletic Ministries, Inc.
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EIN:	62-1751253
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Street Address of Organization	2107 Ball Road
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Office Phone:	901-489-7866
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E-mail	<a href="mailto:torres@mamsports.org">torres@mamsports.org</a>
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## **EXECUTIVE DIRECTOR**

First Name	Randy
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Last Name	Odom
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## **GENERAL CONTACT FOR THIS REQUEST(if other than Executive Director)**

First Name	Jonathan
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Last Name	Torres
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Title:	Community Engagement Director
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## **DESCRIPTION OF GRANT REQUEST**

Program/Project Area:	Career readiness training for high school youth
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Amount Requested	\$40,000
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Total Organizational budget (for current year):	\$125,000
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Total Project/Program Budget:	\$125,000
Dates covered by this budget:	September 1, 2016 - August 31, 2017
Project/Program Name:	MAM Youth Career Readiness Program

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## INTRODUCTION AND BACKGROUND OF ORGANIZATION

<p>Please summarize in a short paragraph the purpose of your agency. Briefly explain why your agency is requesting this grant, what outcomes you hope to achieve, and how you will spend the funds if a grant is made.</p>	<p>Founded in 1998, Memphis Athletic Ministries' (MAM) mission is to help build godly youth in under-resourced neighborhoods by teaching them to love God (improved spiritual growth), love others (improved relationships with others) and love themselves (improved personal behavior). Our vision is to develop youth into Christ-centered, productive adults, positively impacting their families, neighborhoods and city. MAM serves approximately 750 youth daily (Monday through Saturday), ages 8 to 18, through eight neighborhood centers and the MAM Park outdoor activity center and 5,000+ youth in community-wide sports activities. We are requesting funding for our youth career readiness training program. Funding will provide stipends to youth participants. The youth earn real money through a program stipend by working a job at MAM and attending training classes. A youth's time is roughly split 80/20 between work and training. The long-term impact of this program will be that our inner city youth, as adults, will have the skills to gain employment and transition to permanent career track employment in order to break the cycle of poverty and become productive citizens.</p>
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## Narrative - Organization

<p>Current programs and accomplishments. Please emphasize the achievements of the recent past.</p>	<p>Our programs are: Afterschool Recreation - All MAM neighborhood youth centers are open after school Monday through Friday plus Saturdays and certain weekdays in the summer to all youth for recreation, games and socializing. Our neighborhood centers provide a safe environment for youth to socialize and enjoy recreation. Youth benefit from being away from the street in a structured environment with adult role models and supervision. In some instances transportation is</p>
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provided from the school to the MAM center. MAM provides trained staff to interact with the youth when they participate in the afterschool open recreation program. Team Sports - Youth are initially exposed to MAM programs through participation in team sports. The teams, comprised of 10 to 15 members, play a sport under the guidance of a coach/mentor. The teams, organized in a variety of sports (basketball, golf, soccer, volleyball and flag football), are the core method of engaging the youth in our other programs, i.e. youth leadership teams, academic enrichment, career readiness, Bible studies. Team participation also gives youth exposure to the greater Memphis area by playing outside their neighborhoods. Youth Leadership Teams - Youth who become actively involved join youth leadership teams with the goal of discipleship-making. These groups spend more intentional time participating in a variety of events including sports, social activities and community service projects. MAM full-time staff principally provides the deeper level of discipleship through Bible studies and one-on-one time with each youth. Each youth completes a Godly Youth Game Plan as a specific plan to improve his/her spiritual, mental and physical health. Throughout the year, the youth and his coach discuss his progress in carrying out the Godly Youth Game Plan. Academic Diligence - The academic program is geared to improve grades, attendance and conduct. This program provides literacy help, in partnership with Literacy Mid-South, and homework help at seven centers Monday–Thursday afternoons to elementary and middle school students. In the summer, MAM offers a reading academy for elementary and middle school children to keep reading skills from slipping over the summer. Career Readiness - The career readiness (CR) program combines work and training in order to develop employable, prepared individuals for success in the workforce. The CR program enables youth to earn money by getting a program stipend through working a job and attending training classes. Students are learning biblical work principles with practical applications, interviewing and resume writing skills. They are developing knowledge of specific occupational skills and workplace settings, establishing a work history, connecting with potential employers, and understanding different occupations to make informed career choices. This program takes place during the school year. In addition, soft skills workshops are held for youth leadership team participants and general program participants. Our 2015 achievements are: 1. MAM served over 750 at-risk youth in eight different under-

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served communities in Memphis. Of these youth, MAM had 238 kids on a Youth Leadership Team (a small mentoring/discipleship group) with a caring, loving full-time coach/mentor. Our 238 mentored youth have established individual goals in the area of academics, health/fitness and spiritual development. The goals are reviewed and evaluated each month by the coach/mentor. This process helps our youth recognize the relationship between goal setting, hard work and accomplishments. 2. Our career readiness program began in March 2015. The 2015-16 program had 19 youth who completed the class; all seven seniors graduated from high school; they provided over 5,500 hours of community service and attended over 1,140 hours of "soft skills" training. 3. For school year 2015-16 our academic program served 350 youth daily with afterschool elementary/middle school homework help. In January 2016, Literacy Mid-South implemented a reading literacy program for elementary youth at our MAM Leawood Center. For the 2016-17 school year, the reading literacy component will expand to two more centers. 4. In 2015 MAM was able to impact Memphis on a citywide scale while operating inside its total operating budget of 3.9 million dollars.

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Numbers of paid full-time staff:	41
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Number of paid part-time staff:	45
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Number of volunteers:	268
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### **Narrative - Funding Request**

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Please describe the program/project for which you seek funding and include how it will benefit the general welfare of residents in Shelby County, TN.

According to the Memphis Chamber of Commerce, "Failure to build a qualified workforce for good, in-demand jobs also threatens Memphis' economic competitiveness by contributing to the threat of business failure, business relocation and a decrease in new business attraction." Needless to say, a healthy economy with a trained workforce benefits the citizens of Memphis. The pilot program began in March 2015 with nine high school students from four MAM centers. For the school year 2015-16, MAM expanded the program to serve 20 high schoolers from all nine MAM centers. Nineteen completed the program and all seven seniors graduated from high school. At

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the end of the school year, two had already secured employment. Ten had summer jobs. In early September 2016, selected youth from all eight MAM neighborhood centers will be interviewed and 20 will be accepted into the formal training program. To further engage more youth in thinking about their futures, we are also adding community service symposiums to allow an additional 500+ youth to receive job training. This program benefits MAM youth by teaching them the “soft skills” that employers look for in entry level workers; increasing each youth’s knowledge of specific occupational skills and workplace settings; establishing a work history and connections with employers that can aid in future job searches; and developing an understanding of different occupations in order to make informed career choices. Along with soft skills, training encompasses other topics: goals and dreams, timeliness, accountability, money management, resume writing, interviewing, job research, college financial aid, etc. This past year one of our volunteers from FedEx developed a training curriculum and recruited other FedEx employees to teach the classes to the participating youth. In addition, employees from First Tennessee Bank, Triumph Bank, Regions Bank, and Rodgers Construction Company addressed the class about the requirements for entry into their business sector. Field trips are being planned to a variety of businesses to see their operations.

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### **General Operating Support**

If applying for general operating support, briefly describe how this grant will be used.	not applicable
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### **Project Support**

Please explain the specific project including a statement of its primary purpose and the need or problem that you are seeking to address.	The primary purpose of the career readiness (CR) program is develop employable, manageable, prepared individuals for success in the workforce. The outcome we seek is for our inner city youth, as adults, to gain employment and transition to permanent career track employment to break the cycle of poverty, thereby becoming responsible, productive citizens. Low income youth in Memphis have many social, economic and cultural barriers to employment. The youth we serve reside in five economically challenged zip codes: 38105, 38106, 38114, 38118 and 38122. Our youth are mostly African-
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American (95%); 60% male/40% female; 63% live in single parent households; and 44% of families live below the national poverty line. Nearly all youth qualify for federally funded free lunch at school. The importance of the career readiness program is evidenced by the fact that the Shelby County Schools graduation rate was only 75% for the 2014-15 school year. Of these students, only 7% of Memphis high school graduates are college or career ready, as reported by Seeding Success. There is also a lack of job opportunities, especially for teens whose parents are in low income neighborhoods. In metro Memphis, the percentage of employed teens, ages 16 to 19, was 21% in 2012 placing Memphis 90th out of 100 metro areas in teen employment. The percent of employed young Memphis adults ages 20 to 24 declined 8% from 2000 to 2012, placing Memphis 71st out of the top 100 US metro areas. These statistics would be even worse if only low income neighborhood youth were considered. Thus, over 93% of Memphis high school graduates currently face two large problems: 1) little/no preparation to enter the workforce and 2) limited job opportunities.

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How does the project contribute to your organization's overall mission?

Our goal is to develop youth into Christ-centered, productive adults who change the culture of generational poverty in their families, neighborhoods and ultimately, our city. Through access to holistic year-round mentoring programs, our youth learn the knowledge and skills necessary to make sound decisions and have the opportunity to change the trajectory of their lives. Specifically our academic and career readiness programs work together to address issues such as poor academic performance, high dropout rates, low graduation rates, a lack of financial management skills, poor job skills and chronic unemployment. Success in putting our youth to work not only gives them a means to escape poverty, but more importantly instills hope for a productive future.

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## **Narrative - Evaluation**

Please explain how you will measure the effectiveness of your activities. Describe your criteria for a successful program and the results

MAM uses the following methods to evaluate our general programing: 1) participant and parent surveys access the opinions of both groups; 2) growth in youth participation from year-to-year; 3) program retention of participants from year-to-year; and 4) school performance (MAM can access the

you expect to have achieved by the end of the funding period.

academic, behavior and attendance performance of the youth from the Shelby County Schools with parental approval). The initial measurable outcome of the CR program is the percentage of program participants (100% is our initial goal) graduating from high school. Program graduates will be followed for two years post high school and the ultimate measurable outcome of the program will be the percentage of program participants (70% is our initial goal) that are either employed or attending college. Prior to program and high school graduation, a combination of measurable and subjective indicators of success will be utilized. The measurable indicators of success will be as follows: program attendance (> 90% attendance); student surveys (100% completion) and school performance (no failing grades, satisfactory behavior and <10 days of absence). Youth are also subject to periodic neighborhood director and supervisor reviews (evaluation of work ethic, program participation and teachability). For the funding year of September 2016 – August 2017, the goal of the program is to have 500+ youth as a group providing over 7,200 hours of community service work and participating in over 1,800 hours of “soft skills” training.

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Attachments:

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If your request is under \$25,000 please attach the following:

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1. Copy of the entity's 501 (c) 3 certificate for charitable organizations or 501 (c) 4 certificate for civic organizations
  2. Most recent IRS Form 990 or Financial Statements (balance sheet and income statement) as of the most recent fiscal year end certified by Chief Financial Officer/Treasurer of the entity.
  3. Complete Budget for grant request

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If your request is \$25,000 or more please attach the following:

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1. Copy of the entity's 501 (c) 3 certificate for charitable organizations or 501 (c) 4 certificate for civic organizations
  2. Copy of an annual audit as of a date within 18 months of the start of the current fiscal year.
  3. Complete Budget for grant request

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File 1

[MAM 501c3 Letter.pdf](#)

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File 2 [MAM Financials Audited 2014 Unaudited 2015-16.pdf](#)

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File 3 [Career Readiness Budget 2016-17.pdf](#)

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ACKNOWLEDGEMENT:

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Read, and if you agree to the provisions, sign the following:

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The information provided has been submitted in good faith and as completely as our records and recollections permit.

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I understand that the information provided in this application shall be open to inspection upon filing with the office of the Shelby County Board of Commissioners.

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Signature: Randy Odom

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Printed Name: Randy Odom, President and CEO

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Date 8/10/2016

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